[28th April 1959

APPENDIX I.

[Vide answer to starred question No. 191 asked by Sri K. Sattanatha Karayalar at the meeting of the Legislative Assembly held on 28th April 1959, page 498 supra.]

G.O. Ms. No. 2184, Public (Partition), dated 17th July 1957.

[States Reorganization—Personnel transferred from the former Travancore-Cochin State—Integration of services—General principles—Orders passed.]

The Government have decided that the personnel transferred from the former Travancore-Cochin State to the Madras State consequent on the Reorganization of States which came into effect from 1st November 1956, should be integrated with the services of the Madras State immediately. The following instructions are issued for the guidance of Secretaries to the Government and Heads of Departments in making proposals for the integration :—

(1) *Equation of posts.*—In absorbing transferred officers into the corresponding Madras cadres, the main factors to be taken into consideration are indicated below :—

(*a*) the nature and responsibilities of the post held by the officer in Travancore-Cochin State as compared with the corresponding post of Madras State;

(*b*) the extent of the territorial jurisdiction of the post;

(*c*) the minimum qualifications, if any, prescribed for recruitment to the post; and

(*d*) salary of the post.

On these general considerations, it may be easy to decide that an engineering graduate who held the post of Supervisor in Travancore-Cochin State, should be equated with a junior engineer of the Madras cadre, and a Sub-Inspector in charge of a Police station in Travancore-Cochin State might be equated with a Sub-Inspector of the Madras cadre. But there may be many cases where the decision will not be so obvious and in such cases the heads of the Department should make considered recommendations.

(2) *Seniority.*—When an officer is absorbed in a post in the Madras cadre, his seniority in that cadre shall be determined by the date from which he was continuously holding the corresponding post in the Travancore-Cochin State. If the seniority of any two persons is to be determined with reference to the same date, the older of the two will be deemed to be senior.

(3) *Drawing up of gradation lists.*—After the posts are equated and the seniority of persons are determined with reference to the foregoing principles, gradation lists indicating the position of the person admitted to the category or class should be prepared and sent up to the Government.

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(4) *Provision of substantive posts.*—A person who was holding a permanent post in the former Travancore-Cochin State prior to 1st November 1956 or in respect of whom information has been received from the Government of Kerala that he would have been confirmed in a vacancy that existed prior to 1st November 1956, shall on absorption be appointed as a full member. If no permanent post is available for absorption of such person as permanent member, the head of the department may recommend the creation of a supernumerary post.

(5) *Non-permanent Government servants.*—In the case of non-permanent Government servants who have been transferred to this State—

(*a*) those who have put in on 1st November 1956, a period of service equal to the period of probation prescribed for the post, shall be treated as 'approved probationer';

(*b*) those who have not put in a period of service required for declaration as 'approved probationers' shall be treated as 'probationers', and their work watched and further action in accordance with the provisions in the General Rules for the Madras State and Subordinate Services.

NOTE.—'Service' means regular service and does not include temporary emergency service.

2. In respect of the personnel allotted from the Travancore-Cochin State Secretariat Service to the Madras Secretariat, the Secretaries to Government should frame proposals for integration on the principles indicated above and forward them to the Public (Partition) Department before 31st July 1957.

3. Heads of Departments should send up to the Government in the Public (Partition) Department before 15th August 1957, similar proposals in respect of all gazetted officers and in respect of those non-gazetted staff for whom common State cadres are maintained. Copies of these reports should be marked to the administrative Secretariat of the Government.

4. In respect of non-gazetted staff maintained in district (as distinct from State) cadres, such as Tahsildars, Deputy Tahsildars, clerks, etc., the question of integration does not arise at present. These people will continue to hold their permanent places in the Kanyakumari district cadres and will preserve the ranks, which they held in the Travancore-Cochin cadres on 31st October 1956. If as is now contemplated, the Nanguneri taluk of the Tirunelveli district is added on to the Kanyakumari district, then common district cadres will have to be drawn up for the reorganized district.

Orders on this will issue after the reorganization of the Kanyakumari district is completed. In the meanwhile, Heads of Departments should draw up district establishment lists for such personnel in each department in the Kanyakumari district, showing the gradation of the officers in the department. These lists should serve as a permanent record for reference in deciding the seniority of officers in case of dispute arising in future and should, therefore, be prepared with utmost care and attention. This work should be completed before 30th September 1957 and the fact should be reported to the Government in the Public (Partition) Department and in the administrative department.

5. The non-gazetted staff of the Kanyakumari district cadres, now working in Shencottah taluk, should be integrated with the staff in Tirunelveli district. As a preliminary to this, all interchange of such staff between Shencottah and Kanyakumari areas should be stopped after 30th September 1957. Heads of Departments should ensure that the different categories of staff filling the sanctioned posts in Shencottah taluk as on 1st October 1957, are representative of a fair cross-section in age and seniority, of the total staff of the Kanyakumari district. Proposals for the integration of this staff with the Tirunelveli District Cadres should be sent up by Heads of Departments to reach the Government in the Public (Partition) Department with copy to the administrative Secretariat by 31st October 1957.

6. All these proposals for integration will be considered by the Partition Committee of the Government constituted in G.O. Ms. No. 3699, dated 3rd December 1955. The head of the department and the Secretary to the Government in the administrative department will be associated with the deliberations of this Committee. The Government will pass final orders on the recommendation of the Partition Committee. The decisions of the Government should be communicated to the affected officers by the Head of the Department.

7. An officer who is not satisfied with the order passed by the Government in respect of his case, has the right under the States Reorganization Act to make a representation to the Union Government in the Ministry of Home Affairs. He may send his representation through the Head of the Department and the State Government. Advisory Committees set up by the Union Government under Section 115 (5) of the States Reorganization Act will consider such representations and make suitable recommendation to the Union Government for final orders.